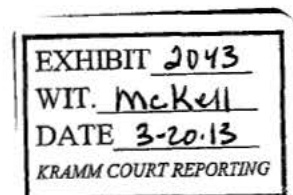
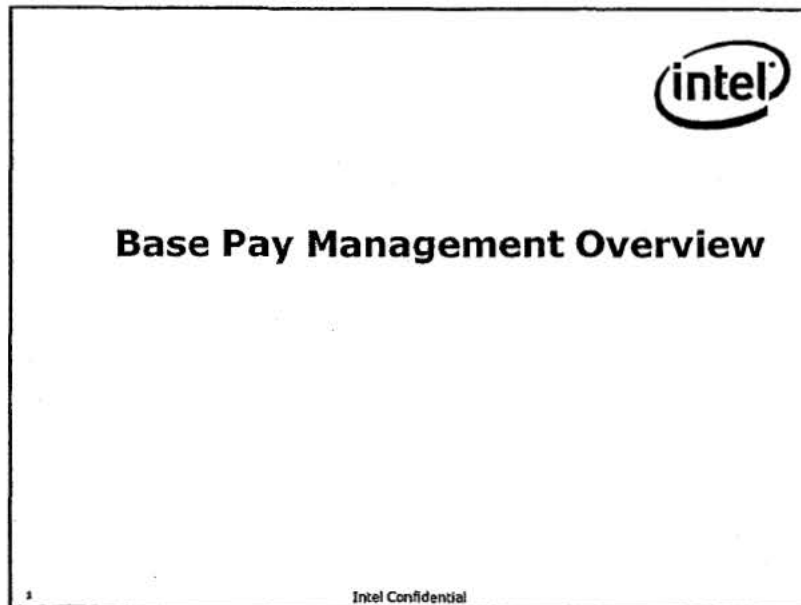
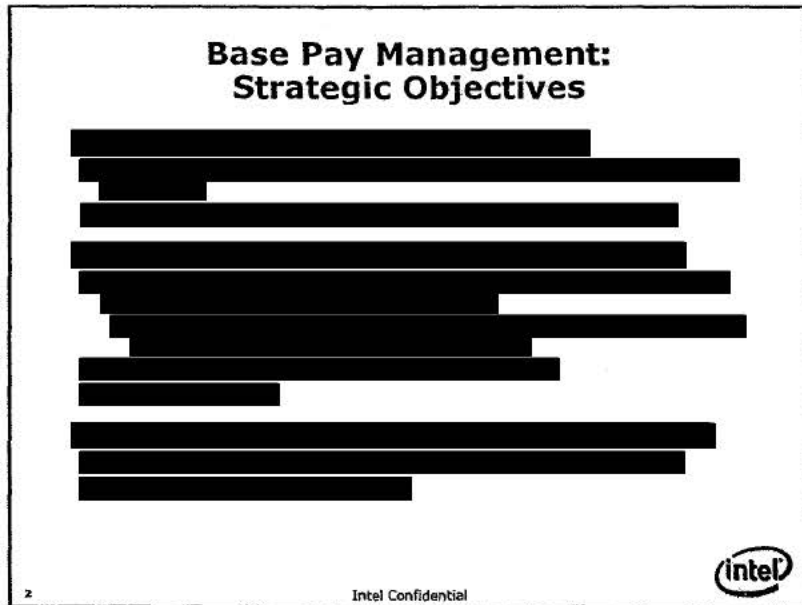


**EXHIBIT 2043 TO
CISNEROS DECLARATION
REDACTED VERSION**



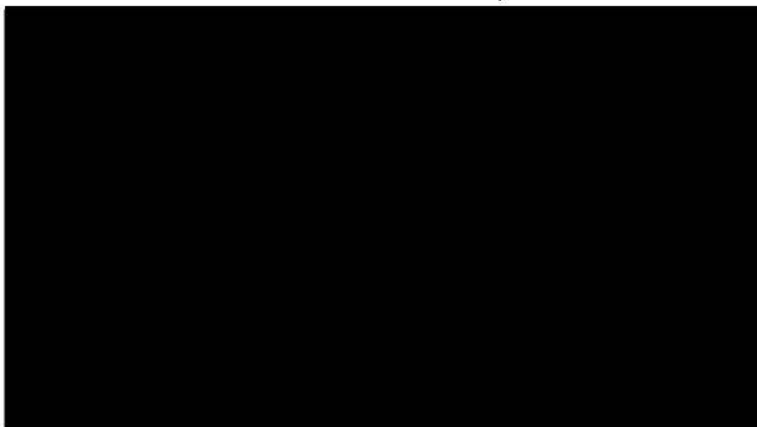
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2043.1



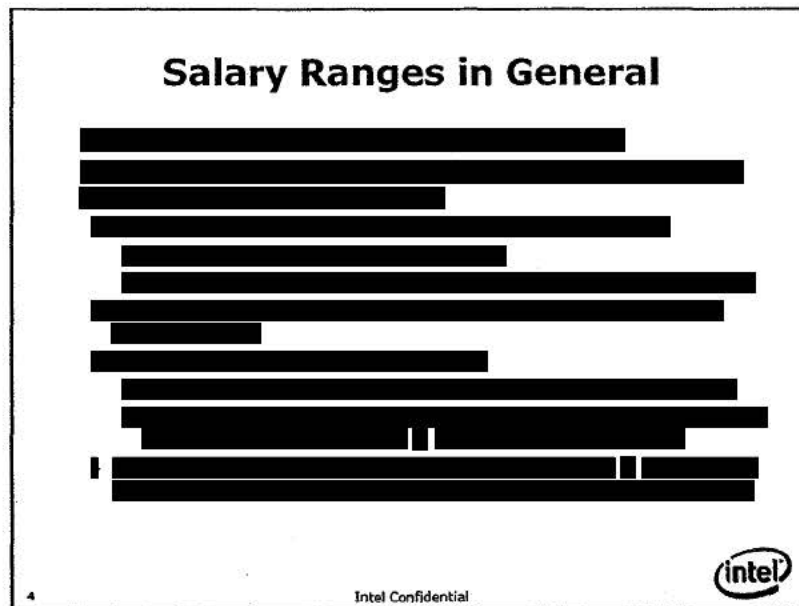
[Redacted text block]

Base Pay Management Annual Design Process



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[illegible]



[Redacted text block]

Salary Ranges in General cont'd

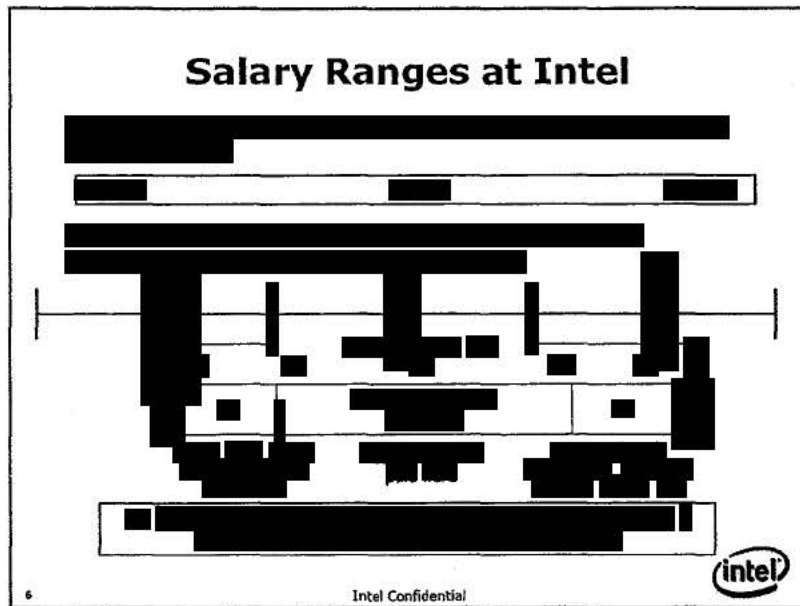
[illegible]

5

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[REDACTED]
 [REDACTED]
 [REDACTED]
 [REDACTED]



[REDACTED]

[REDACTED]

2043.6



2043.7

What this means to managers when we implement

[illegible]

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Other future Focal tool changes under consideration


We don't have all the answers today ... but we have a vision of the future and will be building plans to make that future a reality

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Which scenario is closest to reality?

<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>	<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>
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Other Questions

[illegible]

We don't have all the answers today ... but we have a vision of the future and will be building plans to make that future a reality

11


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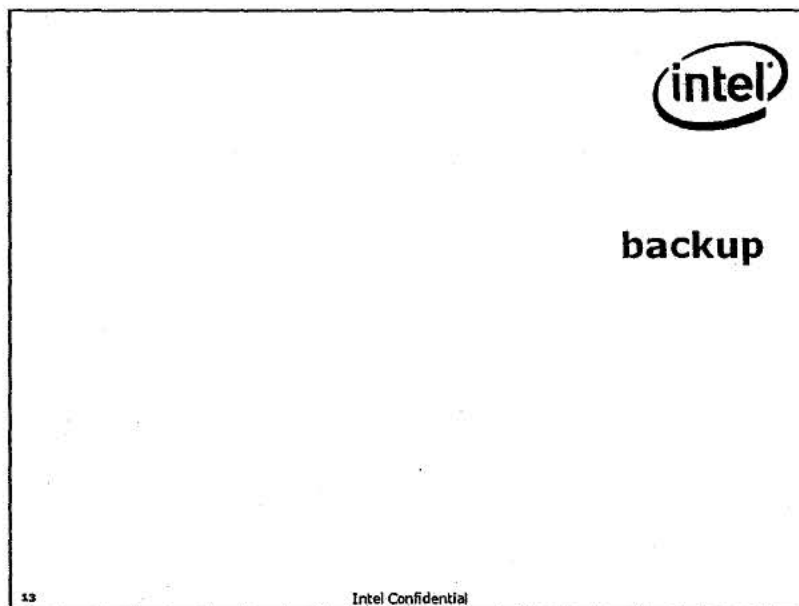


Intersections

12

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Pay Lines = Set of Ranges

[REDACTED]

[REDACTED]

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